

# Peggie Hegmann

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## SKILLS

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### Talent

Onboarding • Recruitment

### Operations

Payroll Coordination

### People Practices

Employee Relations • L&D • Succession Planning

### Compliance

GDPR • Diversity & Inclusion • Workplace Investigations

## PROFILE

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Experienced HR Manager with 7+ years focusing on Healthcare. Known for people development.

## EXPERIENCE

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### HR Manager — Klocko LLC (Nov 2020 - Sep 2021)

- Led recruitment for 28 roles across EMEA/US, reducing time-to-hire by 21%.
- Rolled out benefits and L&D programs that increased retention in key teams by 5%.

### People Operations Manager — Ward, Bogan and Cummings (Oct 2025 - Nov 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Implemented a performance review program which improved engagement scores by 12 points.
- Led recruitment for 92 roles across EMEA/US, reducing time-to-hire by 14%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### People Operations Manager — Bogisich, Lakin and Luettgen (Mar 2014 - Nov 2014)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.

## ACADEMIC BACKGROUND

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B.A. Business Administration, Heidenreich - Marks University (2017)